



**MOREHEAD STATE UNIVERSITY  
STAFF CONGRESS MINUTES  
December 1, 2014**



**MEMBERS:**

Sheila Barber	Mike Esposito	Margaret LaFontaine	Kerry Murphy	Gabria Sexton
Jerel Benton*	Richard Fletcher	Patty Little	Scott Niles	Ernie Tackett
Benji Bryant*	Shannon Harr	Jill McBride	Lora Pace	Corey Wheeler
Mica Collins	Karla Hughes	Paige McDaniel	Ray Perry	Barbara Willoughby
Louise Cooper	Joe Hunsucker*	Brooke Mills	Janie Porter*	Donnie Willoughby
Craig Dennis	Travis Jolley	Amy Moore	Clarissa Purnell	

\*Denotes member was absent.

<b>Guests:</b>	Phil Gniot, HR Director; Todd Thacker, Staff Regent; and Holly Niehoff, Sustainability & Safety Specialist
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Chair Dennis called the meeting to order at 12:56 p.m.

<b>Motion:</b>	To approve the minutes from the Nov 2014 meeting	
	<b>Proposed:</b> Rep. Esposito	<b>Seconded:</b> Rep. Fletcher
<b>Called for Vote:</b>	Motion passed.	

<b>Chair's Report</b>	Chair Craig Dennis reported at the President's Leadership Council meeting last month, the bulk of information discussed was about the Provost and the academic audit that will be conducted. A full report of the findings from the academic audit will be finished in May, 2015. The academic audit will determine if programs will be sunset, enhanced, or changed. Meetings with department chairs and deans will begin in the spring semester. The rationalization for the need of an academic audit was given. One of the speaking points was that while we have increased the number of faculty, the student credit hour production has declined. Another topic discussed was the hiring of John Will Stacy as the regional economic development director which is a grant funded position, although Morehead State University pays for the benefits for this position. The Craft Academy will begin fall 2015 and students will be housed in Thompson Hall. Students accepted into the Craft Academy will be STEM students.
<b>Vice-Chair's Report</b>	Vice-Chair Scott Niles reported the Portal has been updated and encouraged everyone to keep the concerns and accolades coming in via the website links.

<b>Secretary's Report</b>	Secretary Purnell reported the supply balance is \$3,191.58, with \$32.52 encumbered for today's refreshments. In addition, we have made the following purchases: Items for the Staff Congress office were purchased at the Bookstore on 10/15 in the amount of \$62.37; Warehouse made a nameplate for Mike Esposito on 10/15 and charged \$3.20; we had a Building Maintenance charge of \$50.00 to change the locks on the Staff Congress Office in Allie Young on 10/24 due to unauthorized student use Staff Congress offices; and we had an Aramark charge of \$32.93 for the November refreshments.
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### Committee Reports

<b>Benefits &amp; Compensation</b>	Committee Chair Amy Moore had no report.
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<b>Credentials &amp; Elections</b>	Committee Chair Lora Pace reported the constituent lists will be sent to everyone before Winter Break begins. They are in the process of determining how the lists will be broken down for representatives.
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<b>Staff Issues</b>	Committee Chair Paige McDaniel reported we had one staff concern submitted since last meeting. The concern read as follows: <i>During open enrollment, we are presented with the prices for the new plans, why is it that if you are married to another MSU employee you get free insurance?</i> Mr. Gniot's response to the concern was as follows: When a husband and wife work for MSU, each is eligible for a university contribution towards their group health insurance. The combination of the two single contributions is more than the premium for a two person/family plan so they do not have to pay any additional premiums.
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**Regent's Report:** Staff Regent Thacker reported there will be a Board of Regent's meeting on Thursday. Staff Regent Thacker supplied a copy of the Fall 2014 Final Enrollment Report to representatives for review. The agenda for Thursday's meetings includes discussion regarding the audit (internal and external), report of final enrollment figures, and an update on the health/benefits information by Phil Gniot.

**Human Resources Report:** Phil Gniot discussed training on campus for employees. Mr. Gniot stated there was a decision made to move all training under Dr. Janet McCoy, but that decision has been re-evaluated and employee training will remain in Human Resources at this time. Mr. Gniot spoke of the direction he would like to see training take in the future since we have not had good attendance at the face-to-face professional development events we have hosted and conducted by University of Kentucky trainers. The focus of the training in the future may change from individuals registering independently for training to the training being focused in units or departments. Human Resources would like to find out what types of training supervisors have an interest in and would then bring in UK trainers to conduct the session during unit meetings. Mr. Gniot feels this may be a better way to go in order to get more employees to participate. Mr. Gniot also reminded everyone we have a lot of classes that employees can take online free of charge for professional development. HR will meet with Janet McCoy to ensure common interests are being addressed of faculty and staff for training needs.

Open Enrollment went well. HR conducted eleven open enrollment meetings, four labs where employees could receive hands-on help from HR staff that were four hours each in length, and the Benefits Fair held in ADUC. The majority of employees went with the Anthem Gold Plan (around 90%). For those who did not enroll, they were automatically put in the Anthem Blue Plan. Mr. Gniot stated Angie Thompson had seven scheduled emails go out to employees during the open enrollment period if they had not completed enrollment. Towards the end of the open enrollment period, each employee was then individually called to speak about their enrollment options. Overall, eighteen employees chose not to enroll. Mr. Gniot stated if we are going to manage healthcare costs, we all have to get involved in active participation with the points system. If we want to control costs, everyone needs to be more active. The more active we are, the better we can address some of the causes for claims.

**Cabinet Report:** VP Patrick was not present and did not submit a report.

**Guest Speaker:** Holly Niehoff gave a presentation on the Sustainability Committee that included a tour of the Earthwise Eagles website and the information contained on the website. The Sustainability Committee is working on a Strategic Plan of what President Andrews wants to happen on campus in the next five years. The Sustainability Committee was formed in August 2013. President Andrews wants to promote an environmentally friendly campus and would like to sign a carbon footprint pledge. More information on Earthwise Eagles and the Sustainability committee can be found on their website, on their Facebook page, or Twitter account. One major accomplishment of the committee has been the placement of 75 additional recycling bins on campus. The committee is currently forming a Tree Campus USA committee.

**Old Business:** None.

**New Business:** Representative Esposito wanted to make all representatives aware of the Suit Bank “Showdown” competition sponsored by Career Services to generate donations. December 9 is the last day donations will be taken and they must be dropped off by 4:30 p.m. at Career Services. Representative Esposito stated last year 140 articles of clothing were given to active students and alumni.

**Announcements:**

- Wednesday, December 3: Contracts for Services Workshop (10:20 a.m. - 12:00 p.m.)
- Thursday, December 4: Employee Luncheon (Button Drill Room)
- Saturday, December 6: Arts and Crafts Fair (Laughlin Health Building)
- Thursday-Friday, December 4-5: Ye Olde Madrigal Feaste
- Monday, December 8 – Friday, December 12: FINAL EXAM WEEK
- Saturday, December 13: Commencement
- Monday, December 15: Contracts for Services Workshop (8:00 a.m. – 9:30 a.m.)
- Monday, December 22 – Friday, January 2: Winter Break
- Wednesday, January 7: Convocation
- Monday, January 12: Next Staff Congress Meeting  
Classes begin
- Monday, January 19: Martin Luther King Jr. Holiday—No classes/office hours

Motion:	To adjourn	
	Proposed: Representative Jolley	Seconded: Representative LaFontaine
Called for Vote:	Passed	

Minutes submitted by: Clarissa Purnell, Secretary